



IMCOM-ATLANTIC REGION
FORT CAMPBELL, KENTUCKY



**CDSO & Employee Safety
Committee Meeting**

4TH QUARTER FY11

12 OCT 2011



CDSO & EMPLOYEE SAFETY **COMMITTEE MEETING Q4 FY11**



AGENDA

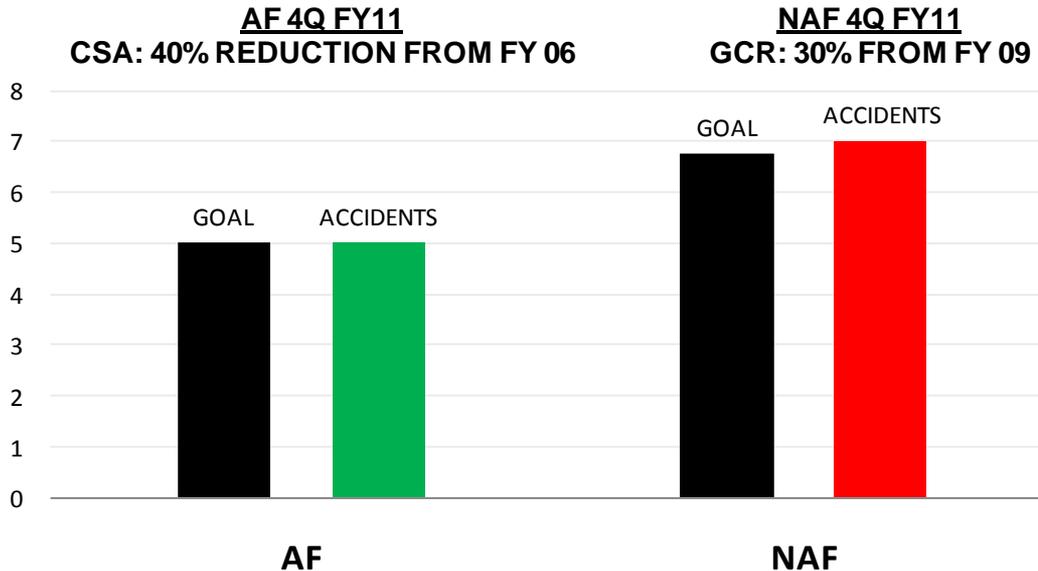
- | | |
|---|------------|
| <input type="checkbox"/> Call to Order/Opening Remarks | Mr. Munson |
| <input type="checkbox"/> Accident Statistics | Mr. Jones |
| <input type="checkbox"/> Winter Safety Campaign Review | Mr. Jones |
| <input type="checkbox"/> Safety Occupational Health Action Plan (SOHAP) | Mr. Jones |
| <input type="checkbox"/> Open Discussion | Group |
| <input type="checkbox"/> Closing Comments/Adjournment | Mr. Munson |



CDSO & EMPLOYEE SAFETY COMMITTEE MEETING Q4 FY11



QUARTERLY ACCIDENT REDUCTION GOALS



<u>CSA GOAL:</u>	MAINTAIN 40% REDUCTION	<u>GOAL:</u>	30% REDUCTION
<u>FY 11 Q2 :</u>	41%	<u>FY 11 Q2 :</u>	28%

■ GOAL ■ ACCIDENTS

- AF **met** the quarterly reduction goal
- NAF **did not meet** the quarterly reduction goal

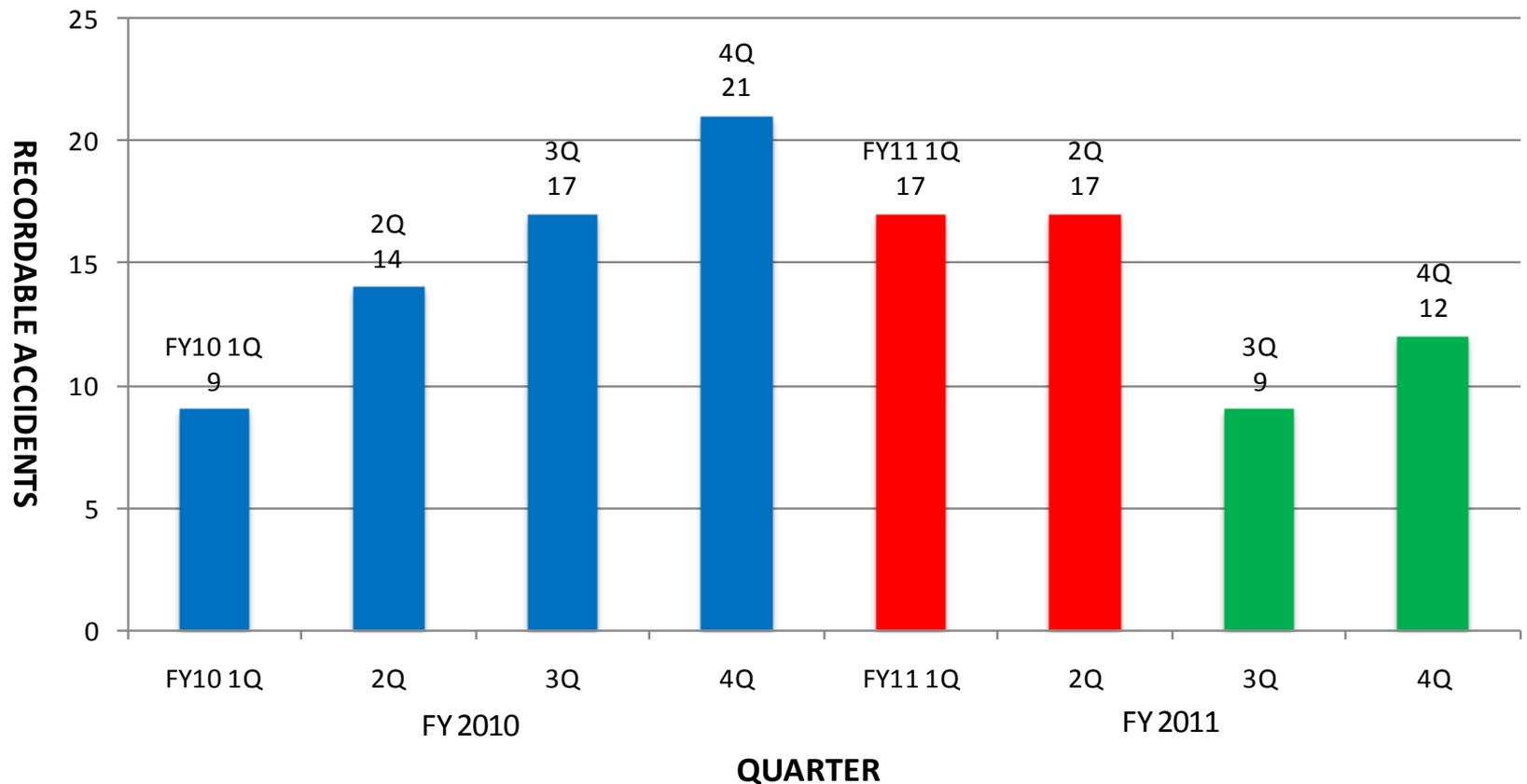


CDSO & EMPLOYEE SAFETY COMMITTEE MEETING Q4 FY11



USAG FTCKY ACCIDENTS

QUARTERLY TREND
ARMY RECORDABLE
AF + NAF



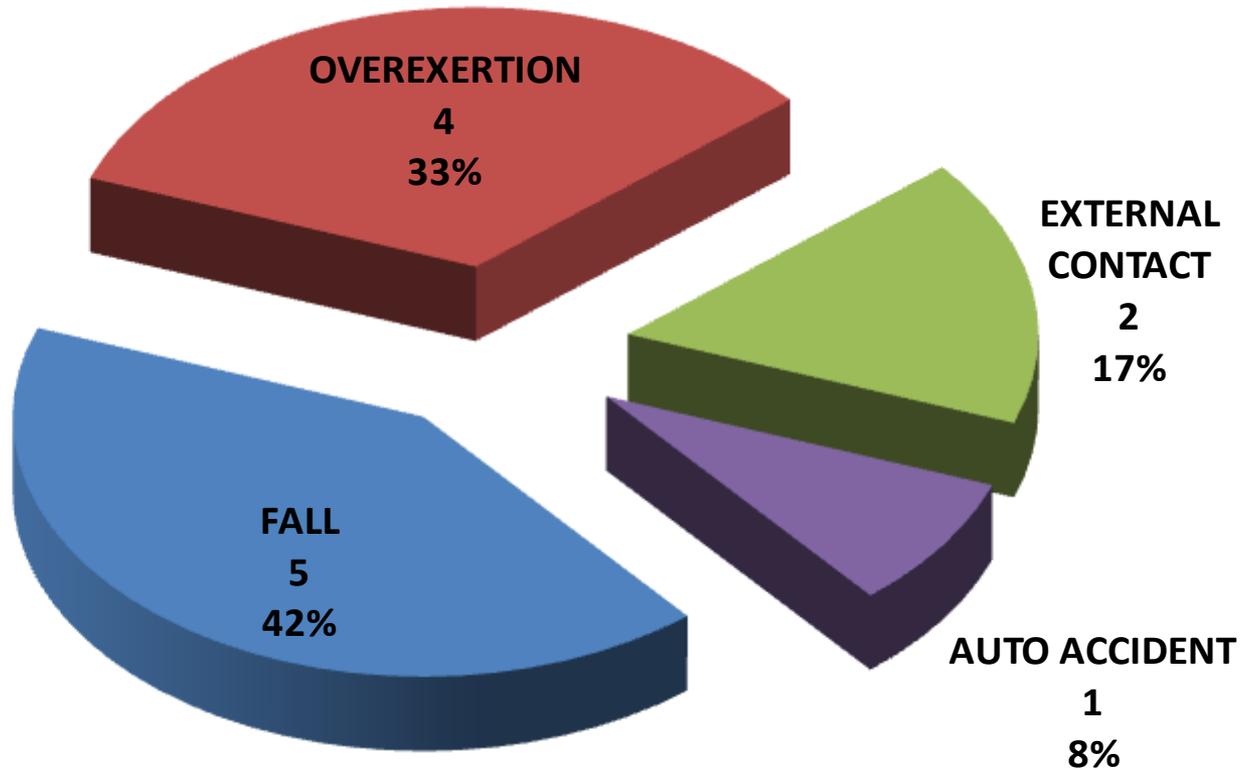


ACCIDENTS Q4 FY11



Recordable Accidents (R)

CAUSE CATEGORY : 12



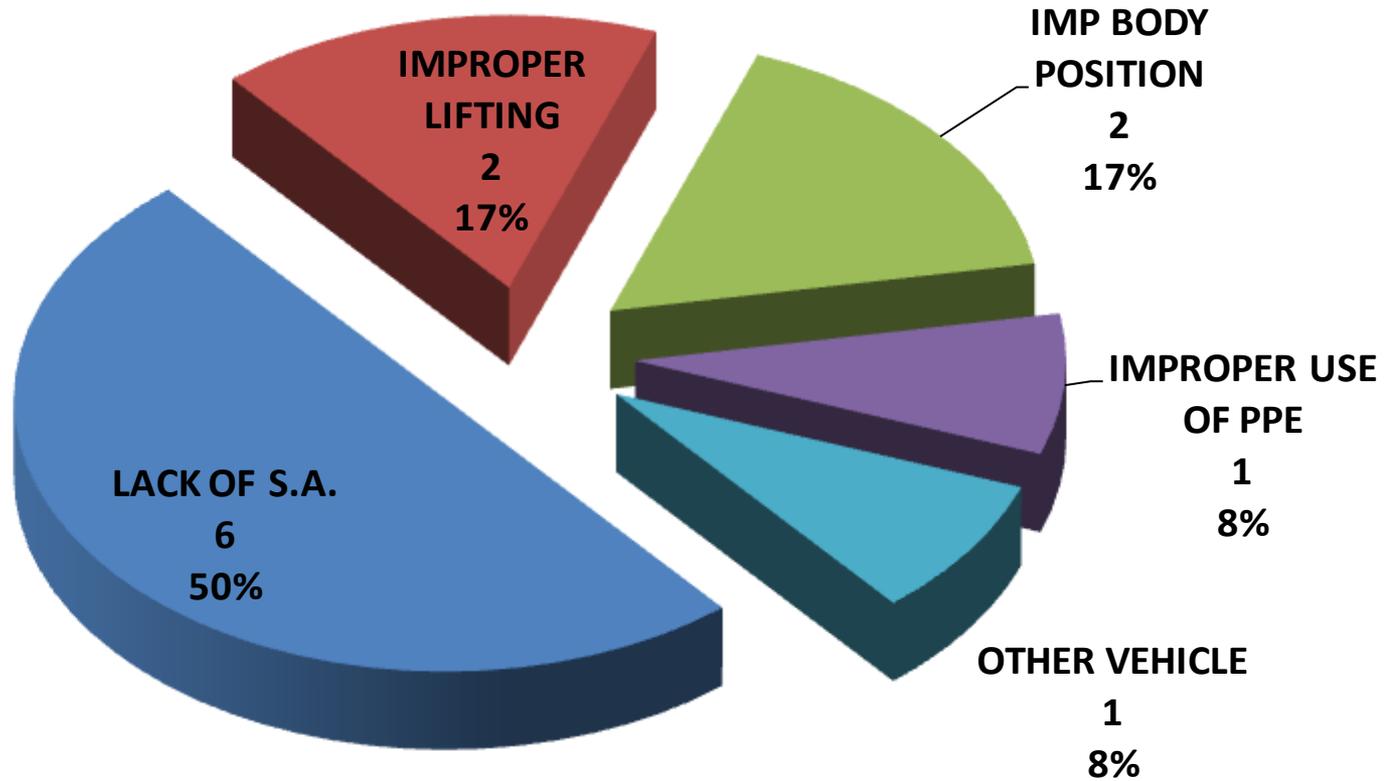


ACCIDENTS Q4 FY11



Recordable Accidents (R)

ROOT CAUSE : 12



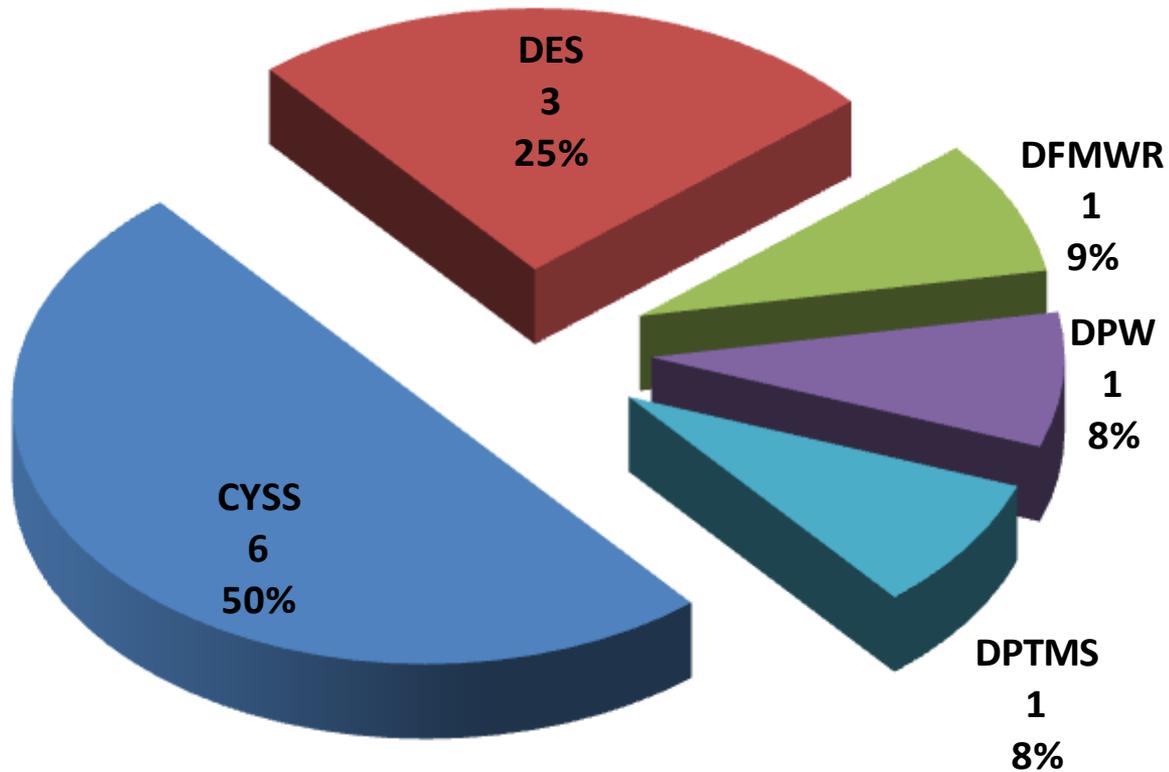


ACCIDENTS Q4 FY11



Recordable Accidents (R)

LOCATION : 12



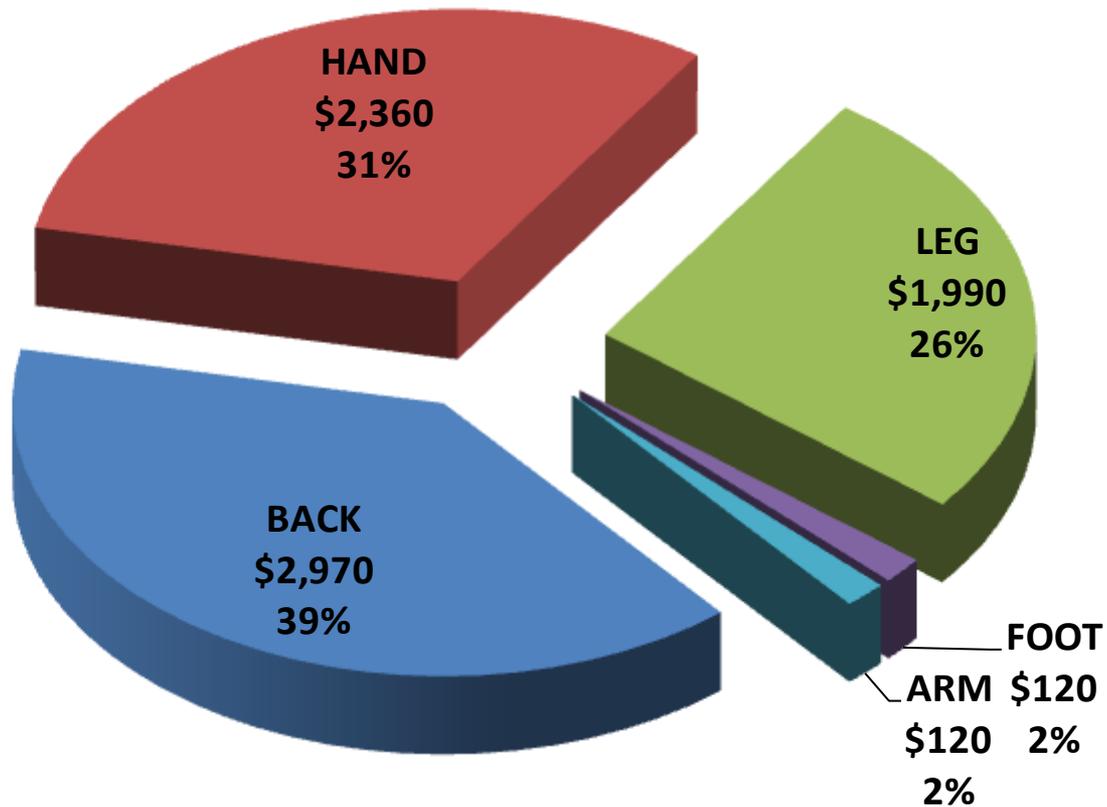


ACCIDENTS Q4 FY11



Recordable Accidents (R)

COST : \$7,560

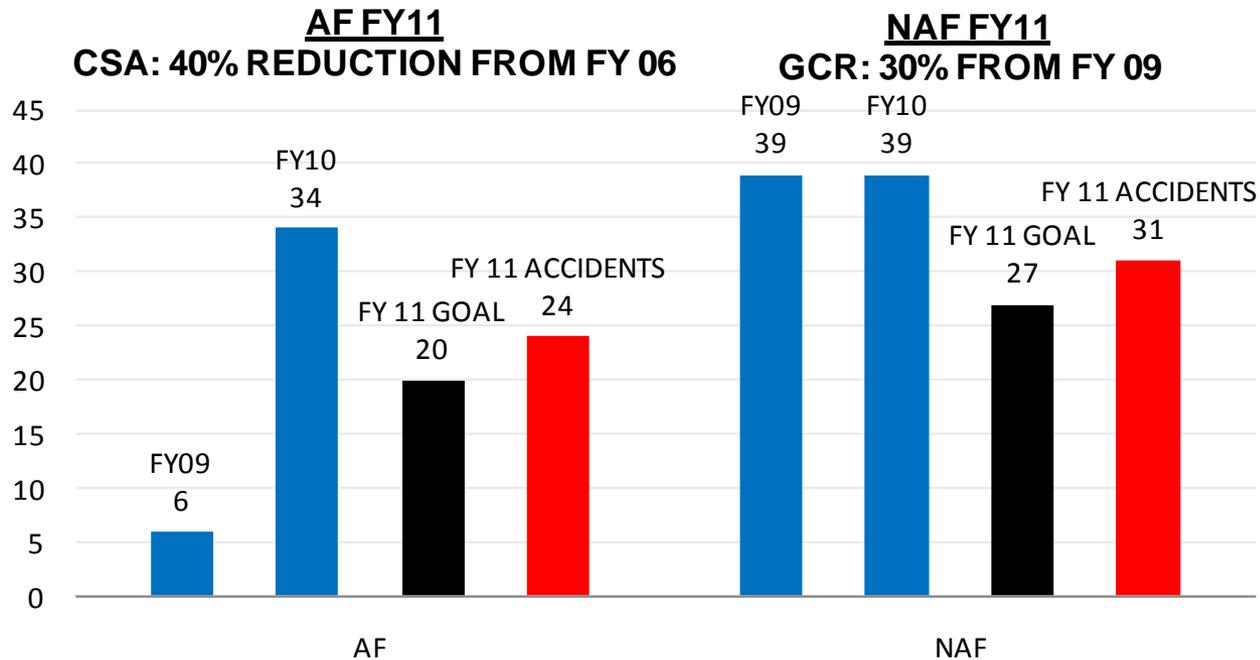




ACCIDENT STATISTIC COMPARISON



ANNUAL ACCIDENT REDUCTION GOALS

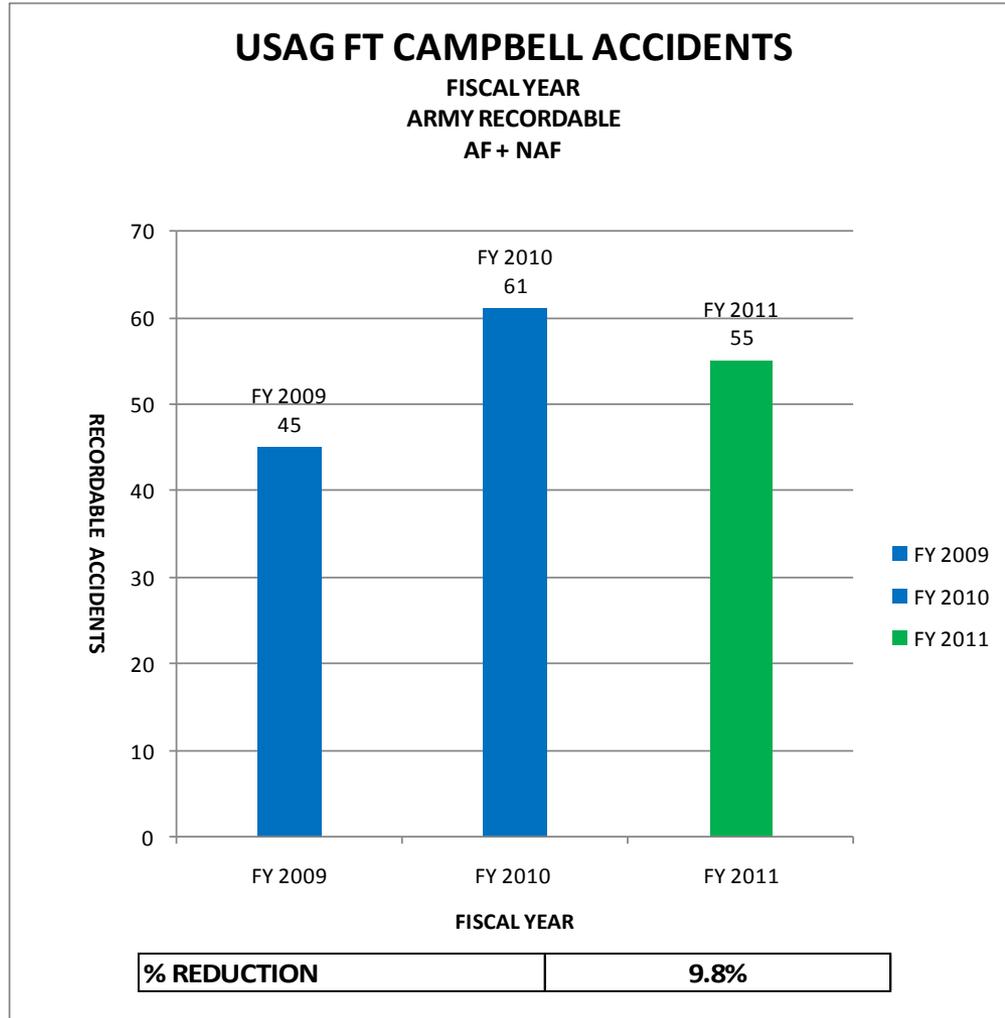


<u>CSA GOAL:</u>	MAINTAIN 40% REDUCTION	<u>GOAL:</u>	30% REDUCTION
<u>FY 11:</u>	29%	<u>FY 11:</u>	21%

■ FY09 ■ FY10 ■ FY11 GOAL ■ FY11 ACCIDENTS



ACCIDENT STATISTIC COMPARISON



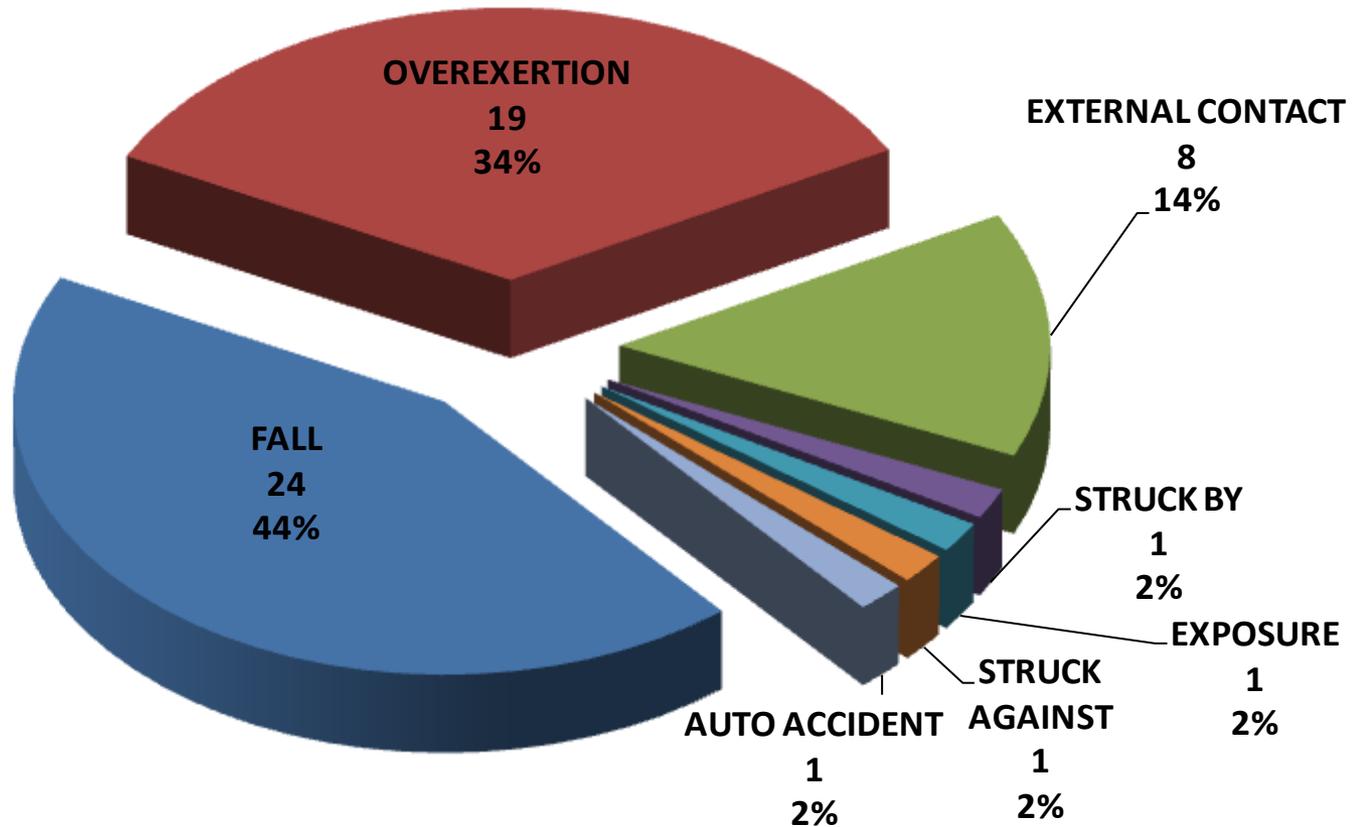


ACCIDENTS FY11 ROLLUP



Recordable Accidents (R)

CAUSE CATEGORY : 55



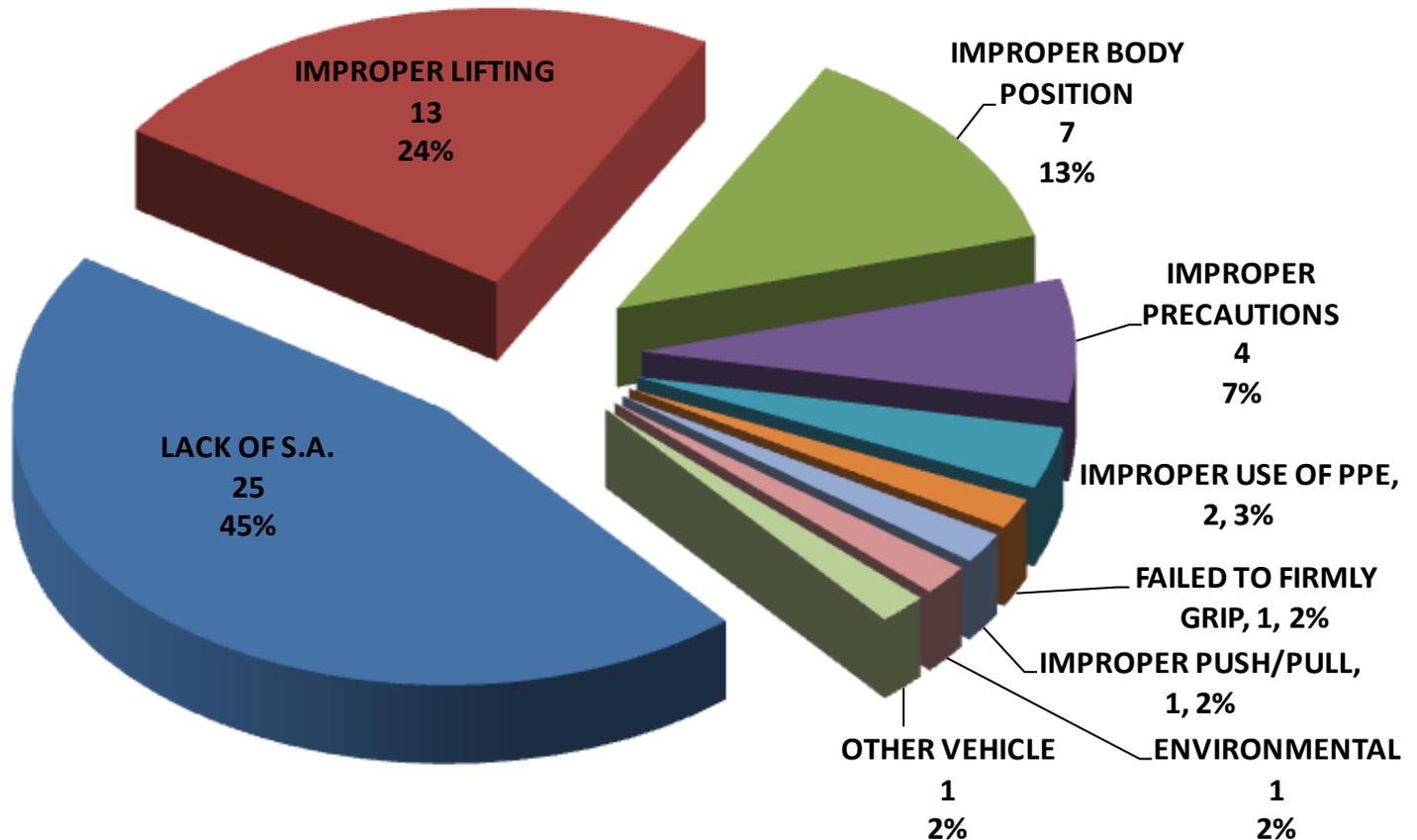


ACCIDENTS FY11 **ROLLUP**



Recordable Accidents (R)

ROOT CAUSE : 55



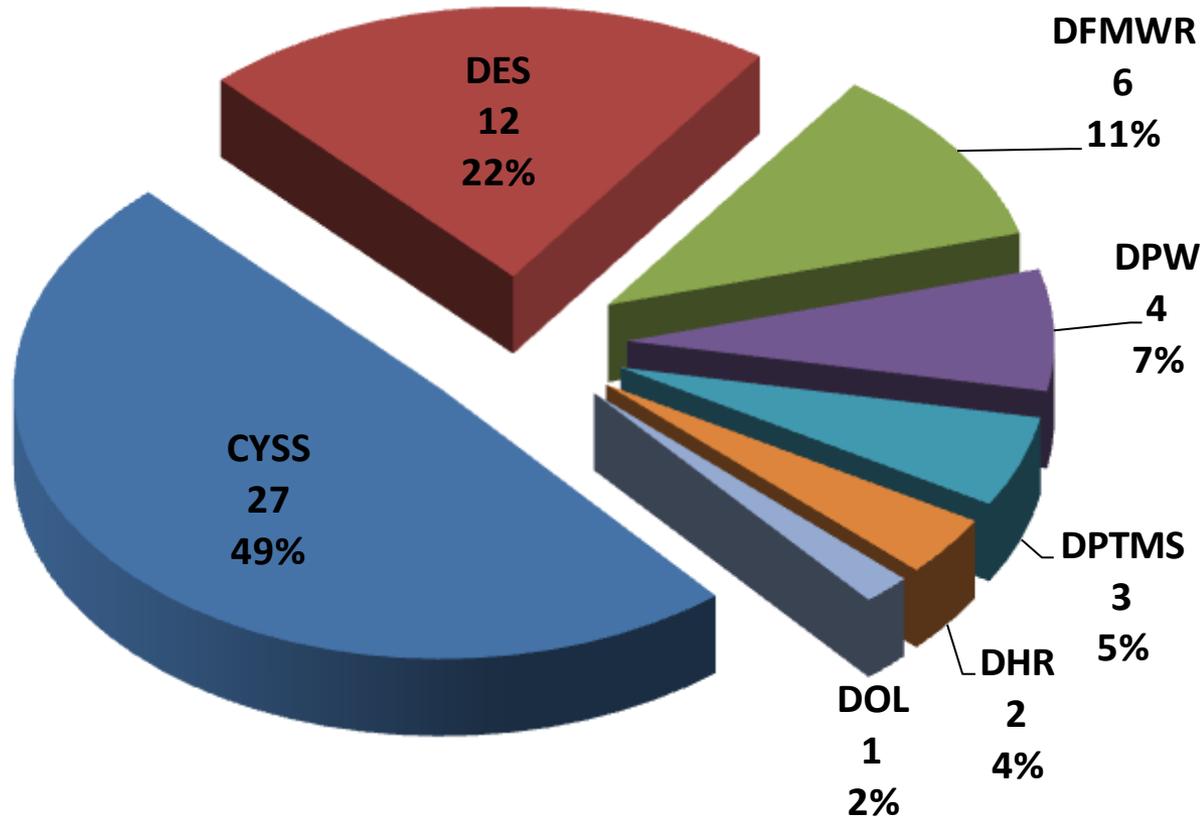


ACCIDENTS FY11 **ROLLUP**



Recordable Accidents (R)

LOCATION : 55



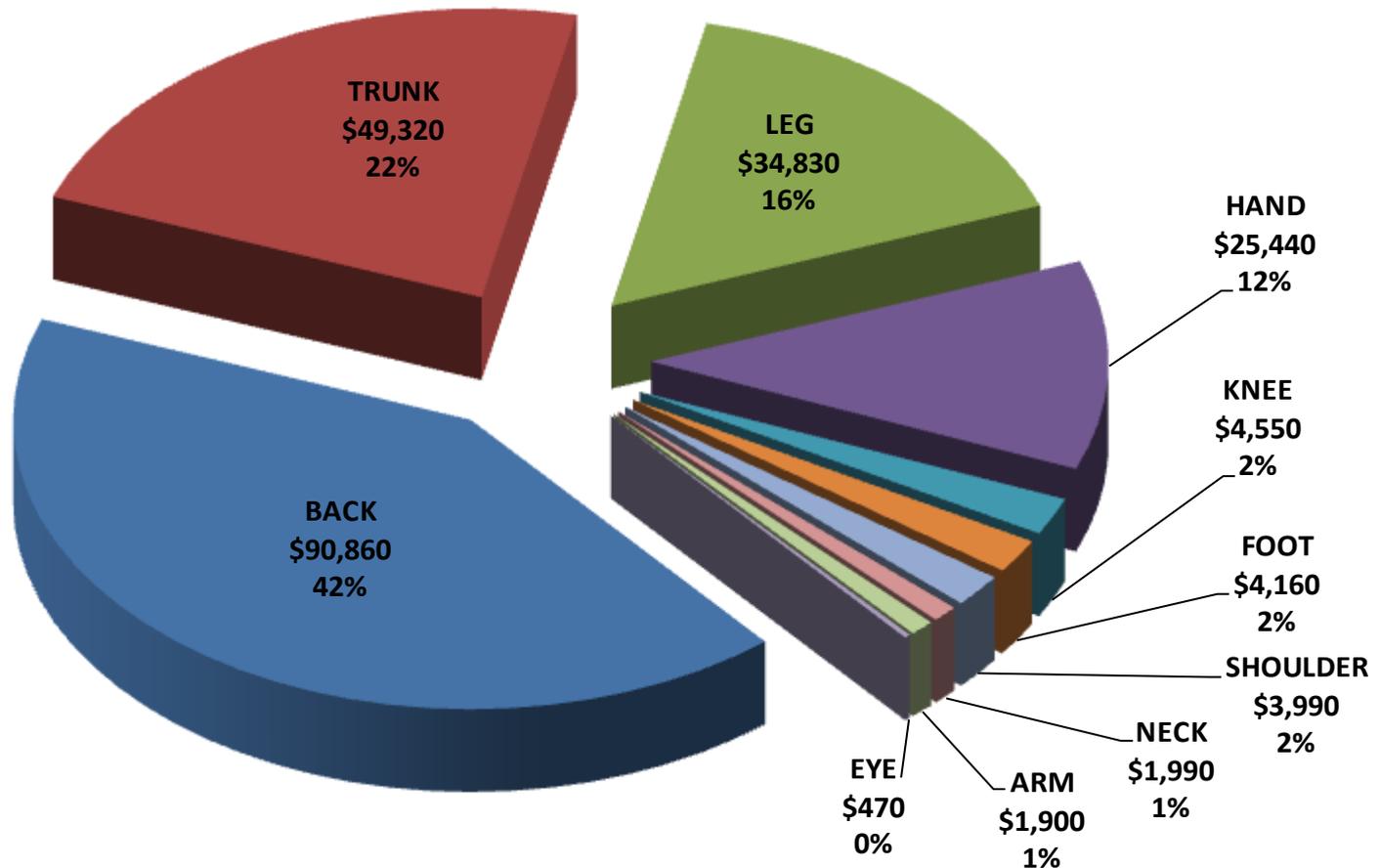


ACCIDENTS FY11 **ROLLUP**



Recordable Accidents (R)

COST : \$217,510





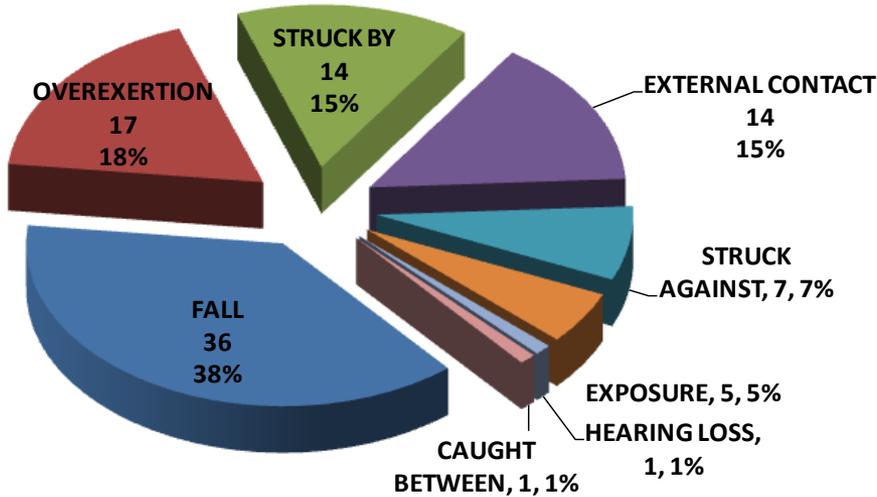
ACCIDENTS FY11 **ROLLUP**



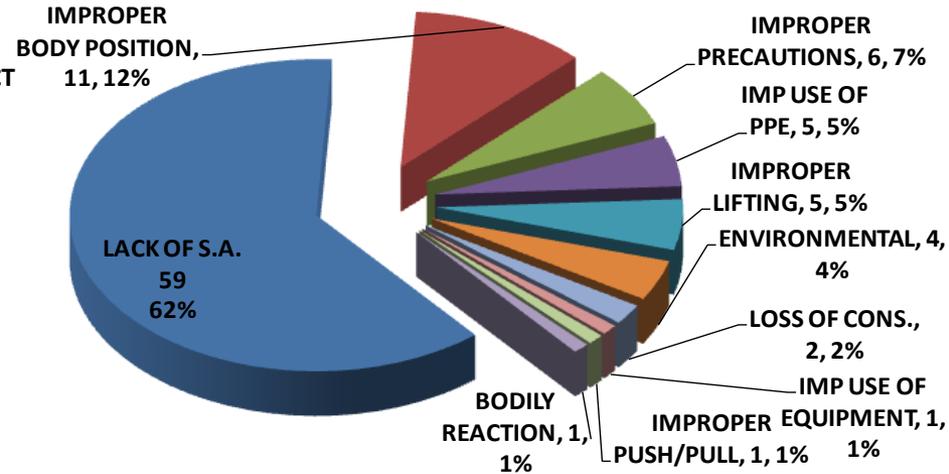
Non-recordable Accidents (NR)

95 Total NR

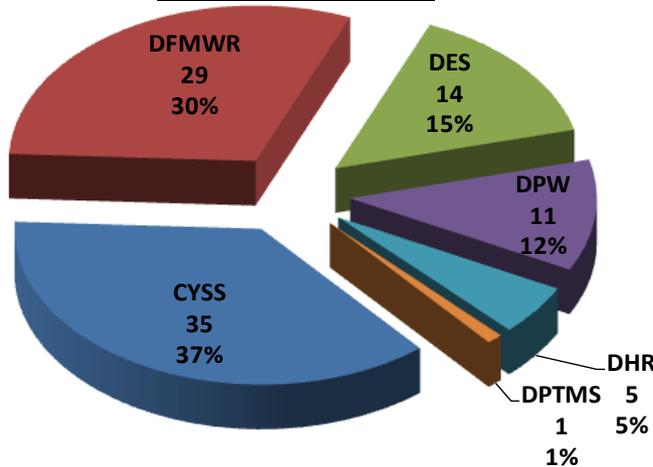
CAUSE CATEGORY



ROOT CAUSE



LOCATION

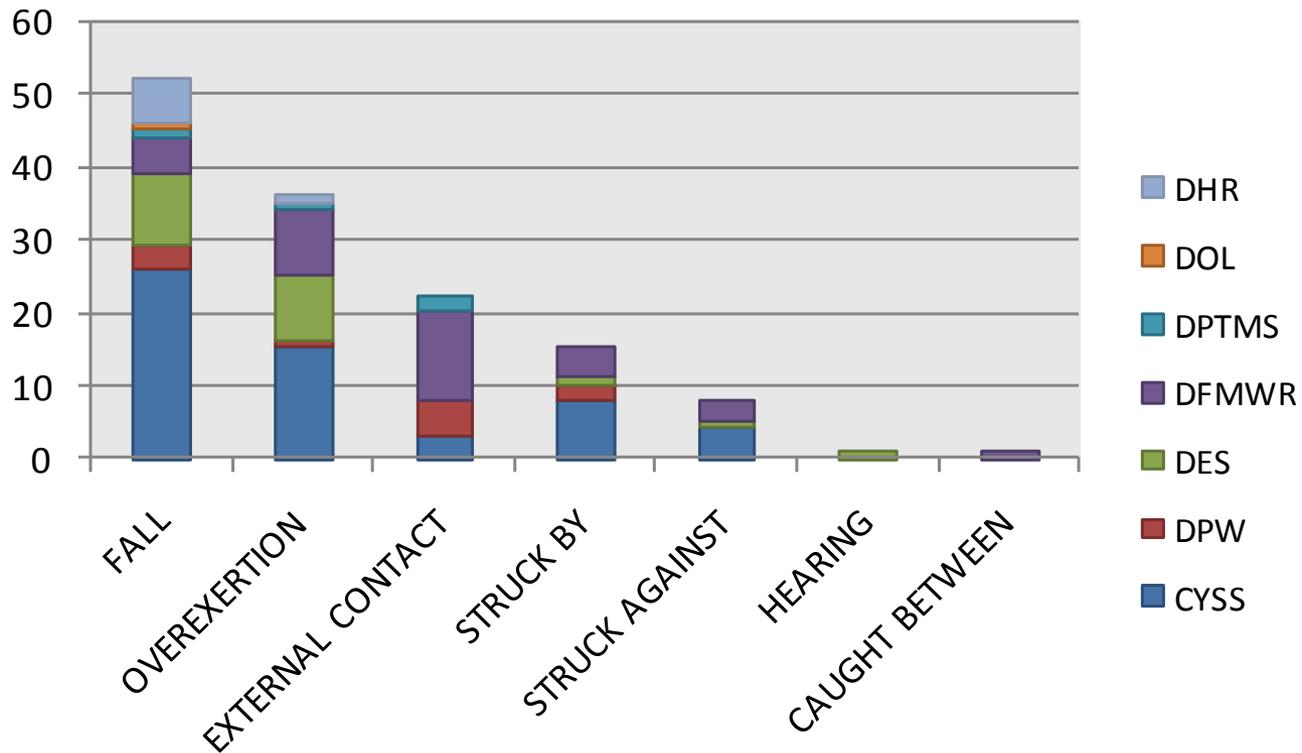




ACCIDENTS FY11 **ROLLUP**



FY 11 ACCIDENTS BY TYPE AND LOCATION





ACCIDENTS FY11 **ROLLUP**



TOP 5 ACCIDENTS FY 11

LOCATION	DUTY POSITION	CAUSE CATEGORY	ROOT CAUSE	INJURY	COST \$	DAYS LOST	SUMMARY
DES	FIREFIGHTER	OVEREXERTION	IMPROPER LIFTING	TRUNK	\$42,820	122	LIFTING WEIGHTS
CYSS	CYPA	OVEREXERTION	IMPROPER LIFTING	BACK	\$30,620	82	LIFTING CHILDREN AND BACK STARTED HURTING
CYSS	CYPA	FALL	LACK OF SA	LEG	\$25,320	72	PLAYING BBAL AND TRIPPED BY CHILD
CYSS	EDUCATION TECH	OVEREXERTION	IMPROPER LIFTING	BACK	\$23,480	4	IMPROPER LIFTING OF CHILDREN
DOL	BUDGET ANALYST	FALL	IMPROPER PRECAUTIONS	BACK	\$18,430	17	WALKING ON SIDEWALK, ICE



IMCOM-ATLANTIC REGION FORT CAMPBELL, KENTUCKY



WINTER SAFETY CAMPAIGN PLAN

15 OCTOBER 11 THRU 31 MARCH 2012



WINTER SAFETY CAMPAIGN PLAN



□ Effective Dates: 15 Oct 2011 thru 31 Mar 2012

➤ Key Task:

- Holiday Safety Briefings (Thanksgiving, Christmas, New Years Eve, MLK Jr. Day, Presidents Day)
- 100% Workforce trained on cold weather injuries and action plans for severe winter weather conditions and procedures.
PRIOR to: 15 Nov 11.
- 100% Workforce will inspect the basic conditions of their vehicle using FC Form 2005 (POV Inspection Checklist) or FC Form 4255 (Motorcycle/Mopeds Owner Checklist) IAW CAM REG 385-7. Appendix D (POV Inspections). A copy of the inspection should be maintained with their associated vehicles. This is an annual requirement.
- Review Home Safety (CO2 poisoning, proper procedures for operating portable heaters), Winter Recreation Sports, Workplace Snow and Ice removal Plans, etc.



IMCOM-ATLANTIC REGION FORT CAMPBELL, KENTUCKY



2012 SAFETY AND OCCUPATIONAL HEALTH ACTION PLAN (SOHAP)

12 OCT 2011



SAFETY AND OCCUPATIONAL HEALTH ACTION PLAN



IMPROVE SAFETY CLIMATE AND CULTURE

Dan Petersen, a noted consultant in Safety Management and Organizational Behavior stated in his Article – Safety by Objective “...most Supervisors today know that they are responsible for safety, and they know what they should be doing, yet...they don’t do it.

Why? Because they usually are not held accountable. That is, they are not measured in safety.”

True or False? Explain...



SUPERVISOR / LEADER RESPONSIBILITIES



- ❑ **IAW OSHA ACT of 1970: (Numerous Responsibilities)**
 - **Provide a workplace free from recognized hazards**
 - **4 Categories of Hazards: (MEEPS)**
 1. **Materials – HAZCOM (Commo. The hazards of chemicals to employees and make sure they use safe work practices when working with them.**
 2. **Equipment – Machinery (proper guards/procedures that keep a worker from being placed in a danger zone around moving parts) and Tools (good working condition, properly repaired, and used for their intended purpose). PMCS!**
 3. **Environment – Building design, hazardous atmospheres, temperatures, noise, or factors that cause STRESS!**
 4. **People and Systems – UNSAFE employee behaviors (short cuts, not using PPE). Systems – Safety Management System (policies, procedures, rules: written and unwritten, called “Administrative Controls” account for ~98% of all workplace accidents!**



SUPERVISOR / LEADER RESPONSIBILITIES



❑ Cont.

➤ What a Supervisor/Leader can do:

- Walk-around Safety Inspection (Remember – MEEPS)
- Use/Build an Effective Safety Inspection Checklist
 1. Determine work area to be inspected and the type of work being done.
 2. Consult with the ISO Representative of safety rules that apply to this work area – get copies of the rules/regulations.
 3. Select the rules that apply.
 4. Changes these rules into a concise checklist question.
 5. Get input/recommendations for the checklist from the employees conducting the work.
- Make everyone an inspector!
- Develop and/or update JHA's
- Accident Investigation (investigating incidents/near-misses is extremely effective).

❑ ACCIDENT INVESTIGATIONS – The Odds of Injury?



SAFETY AND OCCUPATIONAL HEALTH ACTION PLAN



Complete this sentence below:

An untrained employee who fails to follow established procedures should be _____ and provided the _____, *then be subject to progressive*
“ _____ ” for future safety behavioral or performance violations.



SAFETY AND OCCUPATIONAL HEALTH ACTION PLAN



- ❑ An untrained employee who fails to follow established procedures should be verbally corrected and provided the proper training, then be subject to progressive “discipline” for future safety behavioral or performance violations.



SAFETY AND OCCUPATIONAL **HEALTH ACTION PLAN**



- Complete these sentences below:
- A _____ employee who fails to follow established procedures, injures him/herself or damages Army property, commits a _____ or _____. Unsafe behaviors or performance contradictory to USAG, Fort Campbell Army and Directorate written regulations, orders, rules or policies by must be corrected by the _____, IMMEDIATELY!!!



SAFETY AND OCCUPATIONAL HEALTH ACTION PLAN



- A trained employee who fails to follow established procedures, injures him/herself or damages Army property, commits a safety behavioral or performance violation. Unsafe behaviors or performance contradictory to USAG, Fort Campbell Army and Directorate written regulations, orders, rules or policies must be corrected by the supervisor, IMMEDIATELY!!!
- So How does a Supervisor “correct” these types of behavior or performance violations?



SAFETY AND OCCUPATIONAL **HEALTH ACTION PLAN**



❑ One Technique:

- **Use progressive discipline outlined in AR 690-700 Chapter 751 Table 1-1, paragraph B (Offenses warranting punitive discipline), Number 14 (Failure to observe written regulations, orders, rules, or procedures), Item (a and/or b), as applicable.**

❑ Example of possible consequences:

- **For the first offense an employee shall receive at a minimum a written reprimand.**
- **For the second offense an employee shall receive at a minimum 30 day suspension.**
- **For a third offense an employee shall be subject to removal.**



SAFETY AND OCCUPATIONAL **HEALTH ACTION PLAN**



APPENDIX E Application of Discipline

- Is a flowchart that can be used to assist Supervisor's and/or Leaders at all levels**
- A means for ensuring that rewards or consequences are administered fairly.**
- SEE Handout.**



THOUGHTS TO PONDER



- Without the expectation of consequences, accountability has no credibility and will not be effective.***
- No consequences...no accountability. Effective consequences should meet certain criteria to be effective.***
- Unfortunately, in some Directorates/Units, consequences are either not appropriate, not effective, or both.***



ACCOUNTABILITY



□ Effective Accountability System:

- Established Standards of Performance
- Resources to Achieve those Standards
- A System of Measurement
- Appropriate Application of Effective Consequences
 - Appropriate Consequences:
 - ✓ *They are Justified*
 - ✓ *They correspond to the degree of positive or negative results of behavior.*
 - ✓ *They are applied consistently throughout the entire organization.*



ACCOUNTABILITY



A basic rule of accountability states "a person should be held accountable for a responsibility only if that person has control of the resources or the ability to fulfill that responsibility."

If a person is being measured and held accountable for results over which they have no control, the person will attempt to gain control of those results somehow.

That attempt may take the form of inappropriate behaviors. For example, a supervisor who's measured only on department accident rates may threaten to fire anyone who completes an OSHA injury report.



ACCOUNTABILITY



- ❑ **Consequences correspond with the Positive or Negative results of the behavior**
 - **Consequences should increase with the severity of the potential injury or illness that might result from the behavior.**
 - **Consequences should increase with the level of responsibility of the person performing the behavior. i.e. employee fails to wear PPE; SUPV/MGR fails to wear PPE (more severe based on position).**
 - **SUPV does something positive, net impact will likely be greater than an employees, but not necessarily.**
 - **Consequence applied consistently at all levels of the Directorate.**
 - **BEFORE administrating progressive discipline, SUPV must evaluate how well they fulfilled their own accountabilities!!!**



LAST WORDS



“The role of leaders in every organization is not to find fault or place blame, but to analyze why people are behaving as they are, and modify the consequences to promote the behavior they need.”

Aubrey Daniels, Bringing Out the Best in People, p. 33



CDSO & EMPLOYEE SAFETY COMMITTEE MEETING Q4 FY11



OPEN DISCUSSION



CDSO & EMPLOYEE SAFETY COMMITTEE MEETING Q4 FY11



CLOSING REMARKS / ADJOURNMENT